



Excellence in Teaching Study

1. DAU's "System of Systems" prepare our faculty for their mission of delivering training.

- Faculty Plan & Performance Evaluation System: Hiring, Evaluating, Promoting
- Certification Program: FPD to teach the teacher
- CM & CMRR assessments/Structured observation
- Faculty mentoring
- Classroom enrichment program
- Peer reviews/Best practices/Lessons Learned/Improved techniques
- MA: Staying current and relevant in the classroom

2. How do we know how our faculty are effective?

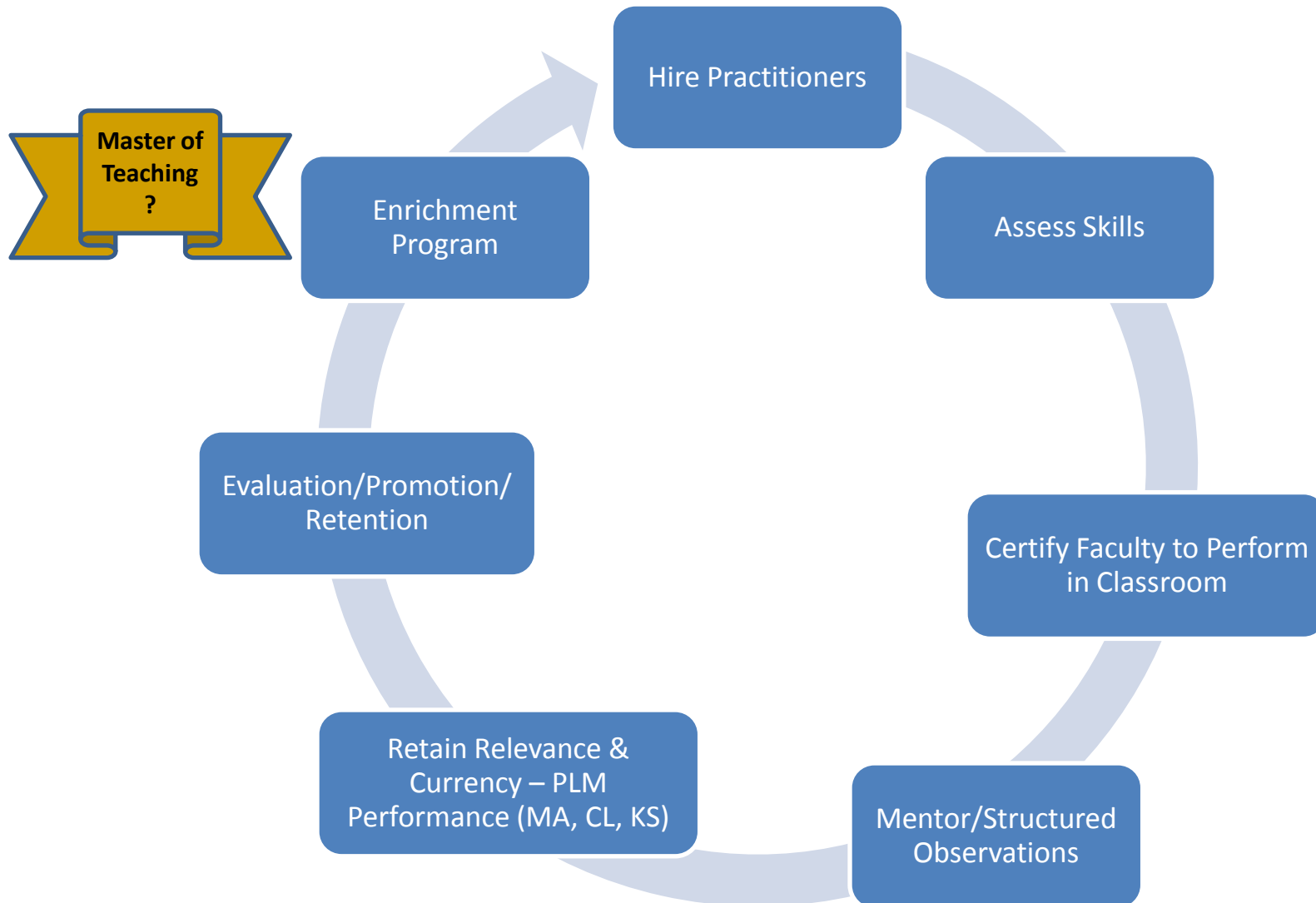
- We have systems that prepare and evaluate them, but shouldn't we create a separate *recognition of a "Master of Teaching"* for our faculty that recognizes their capabilities regardless of content and setting?
- Would there be separate constructs for class room, Web-based or other media?
- How would we tie this "Master of Teaching" to curriculum development, e.g. content?
- Should we conduct a benchmark with other institutions?
- Are there additional things we can do to strengthen our current program?

3. Based on this guidance, a small study team has been formed – the team's mission will be to conduct the *Front End Analysis* and frame the study hypothesis(es) on how best to improve our systems.

- STH – Eubanks; CNE – Fleming; WST – DeVries; SPM – Forman



Excellence in Teaching Life Cycle





Front End Analysis (FEA)

PURPOSE

This FEA will serve as an investigation looking into the questions of *“how do we know that our faculty are effective and are we satisfied with how we measure our faculty effectiveness?”* An initial hypothesis has been formulated (below) and the FEA team will initially investigate the four FEA Areas of Interest outlined below.

INITIAL DRAFT HYPOTHESES

Metrics that Matter (MtM) is an effective tool to measure faculty effectiveness.

INITIAL FEA AREAS OF INTEREST

- **Area of Interest (SPM: Joni Forman, lead)**
Baseline current “system of systems”—organization, roles & responsibilities, process flow charts.
- **Area of Interest (WST: Hank Devries, lead)**
Examine MtM and other Kirkpatrick Level assessments that provide information supporting our processes.
- **Area of Interest (STH: Marshall Eubanks, lead)**
Benchmarking—looking at other institutions for “best in business,” lessons learned, etc. related to the effectiveness of faculty.
- **Area of Interest (CNE: Judy Fleming, lead)**
Master of Teaching (MinT)—look at establishing a “Master of Teaching” certification and how it would be integrated into the existing structure/processes. The thought being that in order to attain the MinT designation you have to demonstrate this mastery in the classroom and sustain it over time.



EinT STUDY

With the completion of the Front End Analysis, likely actions will be:

- The FEA provided satisfactory answers to the hypothesis
– *no further study required*;
- The FEA determines *areas needing investigation through other means*;
- The FEA determines that *further investigation by a study team is required to answer the hypothesis*; the study team will need to be expanded to include the right functional talent and expertise to conduct the EinT study. Ideally each region would only fill one or two of these categories.